



HM Prison & Probation Service

HQ Job Description (JD)

Band 5

Directorate: Long Term and High Security Estate

Job Description: LTHSE Regional Corruption Prevent/Pursue Manager

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Job Description

Job Title	LTHSE Regional Corruption Prevent/Pursue Manager
Directorate	Long Term and High Security Estate
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Overview of the job	<p>HMPPS’s efforts to tackle corruption are integral to delivering safe and secure prisons and probation. HMPPS has worked with MoJ to identify that a new approach is needed to ensure we remain resilient to this key operational threat.</p> <p>HMPPS has developed a future strategy for tackling corruption in HMPPS based on four key objectives:</p> <ul style="list-style-type: none"> • ‘Protect’ against corruption by building an open and resilient organisation; • ‘Prevent’ people from engaging in corruption, strengthen professional integrity; • ‘Pursue’ and punish those who are corrupt; and • ‘Prepare’ for corruption, reducing its impacts on our teams. <p>Focusing on corruption prevention, the post holder will play a vital role in delivering regional and local level support and advice. Frequent travel to establishments, HQ and regional offices will be required.</p> <p>The post holder will work within the LTHSE Security and Intelligence function, reporting to the Corruption Prevention Lead, who in turn reports to the Head of Security and Intelligence.</p> <p>This is a non-operational role which can be carried out by an operational or non-operational member of staff.</p>
Summary	<p>The role sits in the newly restructured Counter-Corruption Unit. Its objectives are to support prisons and probation to manage corruption threats, in particular supporting ‘pursue’ activity on corruption cases.</p> <p>The core service to be provided by the regional corruption prevention team is to support prisons to effectively pursue corruption reports to clear, proportionate and timely outcomes. The level of service is to be assessed and prioritised according to policy and guidance, but may include providing prisons with enhanced analytical support, expert advice on how to progress cases, logistical and coordination support. The team will also be responsible for supporting prisons on the effective management of known corruptor prisoners in custody and under supervision in the community to prevent them from corrupting staff.</p> <p>The post holder will be responsible for supporting the relevant Regional Corruption Prevention Lead to deliver a high-quality counter-corruption service to prisons within the Long Term and High Security Estate. They will also be responsible for working in partnership with other regional teams such as the Security, Order and Counter Terrorism (SOCT) Directorate, HR services and law enforcement.</p> <p>The job holder will report directly to the Regional Corruption Prevention Lead, who in turn reports to the Head of the Security and Intelligence.</p> <p>The post holder will be expected to have a close working relationship with the regional counter-corruption analyst.</p>

	<p>This is a regional post and can be based at a number of regional offices or establishments. Frequent travel to prisons, regional offices and law enforcement partners' offices will be required.</p> <p>This is a non-operational role which can be carried out by an operational or non-operational member of staff.</p>
<p>Responsibilities, Activities and Duties</p>	<p>The job holder will be required to carry out the following responsibilities, activities and duties:</p> <ul style="list-style-type: none"> • Develop a detailed and expert understanding of the corruption evidence based on the nature of the threat, (e.g. drivers of corruption, prevalence, escalation, risk/impact, effective interventions) and using this as a basis for all practice. • Having a strong and contemporaneous understanding of the operational context in prisons, including pressures, priorities, risks and opportunities to better tackle corruption. • Having a strong understanding of the relevant legal and policy frameworks relating to corruption, security and HR, and making sure these are followed when providing services to prisons, and that these are shared with and championed when working with delivery partners. • Under the direction of the Regional Corruption Prevention Lead, support prisons to progress corruption cases in line with policy. This may include the most complex and highest profile cases, or independently leading on lower risk cases. • On the direction of the Regional Corruption Prevention Lead, the post holder may also be asked to: support prisons in assessing and understanding their risks to corruption and develop mitigation strategies; work with prisons to understand capability gaps and signpost wider capability opportunities, best practice and guidance, or deliver some briefing sessions as appropriate; and support light touch research to inform our evidence base on corruption, including interviewing former staff who have been convicted of corruption related offences, or other information to support assessing performance. • Develop close and effective working relationships with key stakeholders, in particular with Security Managers, Deputy Governors, Governing Governors, Divisional Managers, HR Business Partners and HR. • Develop and maintain a wider network of stakeholders, including SOCT regional teams (e.g. NIU, SOCU, JEXU), law enforcement (local forces and ROCUs), contract managers and contracted providers. • Supporting the Regional Corruption Prevention Lead to understand and manage the case load of the region, including by: maintaining accurate and up to date case records in line with the case management system; and, regularly developing reports based on case management data (e.g. number of cases open, length of case) to identify areas for review and intervention. • Supporting the Regional Corruption Prevention Lead to set clear objectives and expectations for the team in line with policy documents and deliver a high quality service, including by: ensuring objectives and activity is aligned and prioritised to the policy and operational risk/need; and contributing to a positive culture of continuous improvement and innovation to improve services. <p>The duties/responsibilities listed above describe the post as it is at present and is not intended to be exhaustive. The job holder is expected to accept reasonable alterations and additional tasks of a similar level that may be necessary. Significant adjustments may require re-examination under the Job Evaluation Scheme and shall be discussed in the first instance with the job holder.</p>

<p>Behaviours</p>	<ul style="list-style-type: none"> • Making Effective Decisions • Working Together • Communicating and Influencing • Managing a Quality Service
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Strengths	It is advised strengths are chosen locally, recommended 4-8.
Experience	<ul style="list-style-type: none"> • Strong understanding of the operational context of prisons. • Strong understanding of corruption, security and HR policy and legal frameworks. • Experience of influencing senior stakeholders internally and externally. • Candidates should role model impeccable professionalism and integrity.
Technical Requirements	
Ability	<ul style="list-style-type: none"> • Strong communication (written and verbal), leadership and partnership working skills. • Problem-solving and decision-making skills, with the ability to drive resolution.

Minimum Eligibility	<ul style="list-style-type: none"> • All candidates are subject to security and identity checks prior to taking up post. • All external candidates are subject to 6 months' probation. Internal candidates are subject to probation if they have not already served a probationary period within HMPPS. • All staff are required to declare whether they are a member of a group or organisation which HMPPS consider to be racist. • SC or higher security clearances and further internal security checks will be required.
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Hours of Work (Unsocial Hours) Allowances	<p>Unsocial Hours Working to be confirmed by Recruiting Manager.</p> <p>Unsocial Hours Working This role requires working regular unsocial hours and a 17% payment will be paid in addition to your basic pay to recognise this. Unsocial hours are those hours outside 0700 - 1900hrs Monday to Friday and include working evenings, nights, weekends and Bank/Public holidays.</p>
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Success Profile

Behaviours	Strengths It is advised strengths are chosen locally, recommended 4-8	Ability	Experience	Technical
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Making Effective Decisions		Strong communication (written and verbal), leadership and partnership working skills.	Strong understanding of corruption, security and HR policy and legal frameworks.	
Working Together		Problem-solving and decision-making skills, with the ability to drive resolution.	Strong understanding of the operational context of prisons.	
Communicating and Influencing			Experience of influencing senior stakeholders internally and externally.	
Managing a Quality Service			Candidates should role model impeccable professionalism and integrity.	